



Modern Slavery Statement

Dataminr Inc

Reporting period: 1 January 2022 – 31 December 2022 (FY 22)

Reporting year: 2 (Second Reporting Period)

Legislation: *Modern Slavery Act 2018* (Cth)

Opening Statement from Dataminr

Dataminr, Inc. and its subsidiaries (for the purposes of this statement “**Dataminr**”) are committed to ensuring that our business and supply chain reflects our values and respect for human rights. We are committed to improving our practices to combat modern slavery and human trafficking.

We are committed to ensuring that everyone we deal with is treated with dignity and respect, that the way we conduct our business deters any form of modern slavery which may occur in our own business or that of our suppliers and service providers, and that we are able to take appropriate action where required.

This is our Second Reporting Period under the under the Modern Slavery Act and this modern slavery statement covers all of the mandatory criteria under the Modern Slavery Act, including the key steps we have taken during the 2022 financial year (**Second Reporting Period**). We are pleased to report we have not identified a specific incident of modern slavery during this relevant report period.

Our Anti-Modern Slavery Policy sets out our expectations and encourages staff to raise concerns about any issues or suspicion of modern slavery in our business or supply chains at the earliest opportunity. We have a number of other measures to identify modern slavery risks in our operations and supply chains, and to assess and address those risks.

We are aware that the Modern Slavery Act is currently under review and Australian Government has recently published its statutory review of the Modern Slavery Act. We are also aware that there have been other major developments in this space including the publication of the 2023 Global Slavery Index. In our next reporting period, we intend to monitor and consider these key developments We look forward to reporting on this step in our next statement. We look forward to reporting on our progress in future statements.

For approval and signing see the MODERN SLAVERY ACT 2018 (CTH) – STATEMENT ANNEXURE on page 8.

1. Criterion 1: Identify the reporting entity

This modern slavery statement (**Statement**) is made by Dataminr, Inc., 135 Madison Avenue 9th Floor, New York NY 10016 (referred to as 'we', 'us', 'our', 'Dataminr' in this Statement).

Dataminr is making this Statement as a single reporting entity under the *Modern Slavery Act 2018* (Cth). This Statement covers the reporting period from 1 January 2022 – 31 December 2022.

2. Criterion 2: Describe the reporting entity's structure, operations and supply chains

2.1 Our structure

- Dataminr, Inc. is the parent company of the Dataminr Group and is headquartered in New York, USA. Dataminr has affiliates located in the US, UK, Denmark, France, Germany, Ireland, and Australia. The Dataminr Group employs over 1,000 people worldwide and has offices in New York, Bozeman, Copenhagen, Dublin, London, Melbourne and Washington DC.

2.2 Our Operations

- **Direct employment of workers:** The Dataminr Group employs over 800 people. We have 35 employees based in Australia.
 - In 2022, we were again named on the lists 'Built In's Best Places to Work in New York City', 'Best Large Companies to Work For in New York City', and 'Best Benefits in New York City'. This demonstrates our commitment to ensuring that Dataminr is a great place to for our direct employees to work.
- **Services provided:** Dataminr provides event-based alerting and incident management solutions through its AI-driven software as a service ('SaaS') platforms, primarily to businesses, the public sector and newsrooms.
- **Social Good:** we are committed to leveraging the power of AI and real-time information as a force for good. Dataminr's Social Good team supports leading organizations including the United Nations, Direct Relief and the World Wildlife Fund, delivering real-time alerts via our AI platform so they can know first, act quickly and better serve the world's most vulnerable.
- Dataminr's operations include developing the SaaS platforms as well as the sale and marketing of our products and services.

2.3 Our Supply Chains

Supply Chains for SaaS platform

Dataminr operates a SaaS platform, meaning that our supply chains for our key products and services include:

- hosting services for the Dataminr SaaS platforms from large, well-known hosting service providers. These hosting services are hosted in the United States and EU.

General supply chains

To support the development, sale and marketing of our SaaS platforms, operations and other activities, our supply chains also include the following general supply chains:

- IT equipment;
- professional services (e.g., Legal, Accounting, Insurance service providers etc);
- cleaning and facilities;
- office supplies; and
- marketing and promotion.
- In 2022, Datamir announced a new strategic partnership with Night Dragon, a dedicated cybersecurity, safety, security and privacy investment and advisory firm. Receiving specialized consulting from Night Dragon, we have increased our capacity to provide meaningful impact for enterprises facing growing challenges at the intersection of cyber and physical security.

3. Criterion 3: Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls

As the key operational functions of Datamir involve the employment or engagement of staff in our offices to deliver event-based alerting and incident management solutions, Datamir has assessed the risk of modern slavery in its operations as relatively low.

Datamir employees work exclusively in territories that fall within the top three bands of 8 as rated by the Walk Free Foundation Global Slavery Index 2018 (Global Slavery Index 2018).

Datamir has not identified that any of its suppliers or contractors operate in countries identified by the Global Slavery Index 2018 to have the highest risk of modern slavery.

In our next statement we intend to consider the recently published Walk Free Foundation Global Slavery Index 2023 as we appreciate that there may be changes to the risk profile of certain countries.

Many of our key supplier are well known and established businesses who have robust modern slavery frameworks themselves (such as our hosting services providers).

In addition, we are not aware of any specific incident of modern slavery occurring in our operations and supply chains during the relevant reporting period. However, we have identified the following potential risks in our operations and supply chains using the Australian Government's Guidance for Reporting Entities (Commonwealth Guidance) and well established modern slavery indicators:

- **Electronics**, such as hardware including computers, printers and scanners, and software. However, we have limited leverage with these suppliers as Datamir is one customer of many; and
- **Cleaning** (for example, in respect of our global offices, including Australia). We understand cleaning is a higher risk sector.

4. Criterion 4: Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes

Set out below in this section is an overview of the steps we have taken during this reporting period to assess and address the risks in our operations and supply chains, and the existing policies and processes we have in place that can be used to facilitate further risk assessment, prevention and mitigation.

Dataminr acknowledges that corporate responsibility is part of operating a modern business and is committed to lead with the benefits of all stakeholders in mind. Businesses now face even greater pressure to be more responsible and transparent. The more socially responsible the company, the more supportive and invested all of its stakeholders become. This approach towards social responsibility has informed our approach to all social issues, including modern slavery.

Existing and ongoing actions that we have continued through our Second Reporting Period include:

- continuing to **raise awareness** through our global Anti-Slavery and Human Trafficking Policy which is accessible to all of our employees as well as to consultants, third party representatives and business partners on an as-needed basis;
- **arranging training** for relevant personnel to help identify and manage risks of modern slavery;
- ensuring our senior management team are aware of Dataminr's obligations under the Modern Slavery Act in order to set an example to the rest of the business;
- Dataminr has in place a **whistleblowing policy**, which sets out the process for our employees to raise any concerns they may have in relation to compliance with our legal obligations, including in relation to modern slavery and human trafficking, and to ensure that there is adequate protection for employees who report concerns under the company's Whistleblowing Policy;
- **our employment policies and procedures** include comprehensive policies and procedures in place for recruitment and remuneration of staff, ensuring compliance with all applicable employment laws and regulations; and
- Dataminr **measures our employee engagement** by conducting internal surveys for employee feedback, to allow us to identify any potential concerns as soon as they arise, which has resulted in the investment to forge a more connected company culture with comprehensive diversity, equity, and inclusion initiatives. Dataminr has always made our employees a top priority—not just because it's good for our overall success, but because we believe it is the right thing to do.

5. Criterion 5: Describe how the reporting entity assesses the effectiveness of these actions

We have used this reporting period to further build on our understanding of our modern slavery risks and identify where such risks might be present in our operations and supply chains. As we are still in the early stages of this process, we are not able to assess the effectiveness of the measures we have undertaken. We continue to be recognised as a 'best in class' company,

appearing for the sixth time on the Forbes 100 Cloud list in 2022, and see our company values on social good and prioritising our employees as a key part of this success.

In order to assess the effectiveness of our actions in addressing modern slavery going forward, we intend to:

- monitor the number of issues or concerns raised with respect to the Anti-Modern Slavery Policy;
- monitor and address any issues which arise as a result of the vendor due diligence program; and
- review and consider the additional resources published by the Australian Border Force.

We are aware that the Modern Slavery Act is currently under review and Australian Government has recently published its statutory review of the Modern Slavery Act. We are also aware that there have been other major developments in this space including the publication of the 2023 Global Slavery Index. In our next reporting period, we intend to monitor and consider these key developments We look forward to reporting on this step in our next statement.

6. Criterion 6: Describe the process of consultation with any entities the reporting entity own or controls

All entities in the Group are required to comply with our global policies and procedures, and relevant stakeholders of the Group entities were consulted in the development of this statement.

7. Criterion 7: Provide any other relevant information

Dataminr is required to report under the UK Modern Slavery Act, and we have used this learning to help inform our approach. However, we recognize that there are key differences with the two regimes, and as outlined in this Statement, we are in the process of reviewing our approach to consider the Australian Government Guidance and inform our approach.

As mentioned above at 2.2 the Dataminr Social Good program forms part of our operations and leverages the services and technology we provide for good. The three pillars of this program are:

- **Social Innovation Lab:** Dataminr's AI for Good program supports social good organizations that have a compelling use case for cutting-edge AI. This technical grant provides select organizations with tailored AI solutions to drive transformational impact for people and the planet. In 2022, Dataminr worked with the United Nations to develop an AI model to improve detection and classification of attacks on human rights defenders;
- **Crisis response program:** we provide free, limited-term licenses and training for qualified non-profits of all sizes to help address their need for real-time information during and in the immediate aftermath of major emergencies; and

- **First Alert for Non-Profits:** Leading non-profits and multilateral organizations, like the United Nations, rely on First Alert to shorten emergency response times and support humanitarian action around critical events related to climate, conflict and human rights.

MODERN SLAVERY ACT 2018 (Cth) – STATEMENT ANNEXURE**8. Principal Governing Body Approval**

This modern slavery statement was approved by the *principal governing body* of

Dataminr, Inc.

as defined by the *Modern Slavery Act 2018 (Cth)*¹ (“the Act”) on

8 June 2023

9. Signature of Responsible Member

This modern slavery statement is signed by a *responsible member* of

Dataminr, Inc.

as defined by the Act²:

DocuSigned by:

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Edward Bailey

CEO and Chairman of the Board of Directors

10. Mandatory criteria

Please indicate the page number/s of your statement that addresses each of the mandatory criteria in section 16 of the Act:

Mandatory criteria	Page number/s
a) Identify the reporting entity.	3
b) Describe the reporting entity’s structure, operations and supply chains.	3 – 4
c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	4
d) Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	5
e) Describe how the reporting entity assesses the effectiveness of these actions.	5 – 6
f) Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement).*	6
g) Any other information that the reporting entity, or the entity giving the statement, considers relevant.**	6 – 7